

<b>Notice of References Cited</b>		Application/Control No.	Applicant(s)/Patent Under Reexamination	
		10/042,416	CALDERARO ET AL.	
Examiner Linda Krisciunas		Art Unit 3623	Page 1 of 2	

**U.S. PATENT DOCUMENTS**

*		Document Number Country Code-Number-Kind Code	Date MM-YYYY	Name	Classification
	A	US-			
	B	US-			
	C	US-			
	D	US-			
	E	US-			
	F	US-			
	G	US-			
	H	US-			
	I	US-			
	J	US-			
	K	US-			
	L	US-			
	M	US-			

**FOREIGN PATENT DOCUMENTS**

*		Document Number Country Code-Number-Kind Code	Date MM-YYYY	Country	Name	Classification
	N					
	O					
	P					
	Q					
	R					
	S					
	T					

**NON-PATENT DOCUMENTS**

*		Include as applicable: Author, Title Date, Publisher, Edition or Volume, Pertinent Pages)
	U	ANPAS System (11 pages) from www.webarchive.org, April 2001.
	V	"Job Performance would decide raise", by Blackwell, Richmond Times-Dispatch, May 7, 1997.
	W	"Self appraisal in performance evaluation: development versus evaluation" by Campbell et al, The Academy of Management Review, April 1988
	X	"Corporate Downsizing: The Effect of Implementation strategies on Firm Performance" by Robert Nixon, Doctor of Philosophy thesis at Texas A&M University, December 1995.

\*A copy of this reference is not being furnished with this Office action. (See MPEP § 707.05(a).)  
Dates in MM-YYYY format are publication dates. Classifications may be US or foreign.

<b>Notice of References Cited</b>		Application/Control No.	Applicant(s)/Patent Under Reexamination CALDERARO ET AL.	
		Examiner Linda Krisciunas	Art Unit 3623	Page 2 of 2

**U.S. PATENT DOCUMENTS**

*		Document Number Country Code-Number-Kind Code	Date MM-YYYY	Name	Classification
	A	US-			
	B	US-			
	C	US-			
	D	US-			
	E	US-			
	F	US-			
	G	US-			
	H	US-			
	I	US-			
	J	US-			
	K	US-			
	L	US-			
	M	US-			

**FOREIGN PATENT DOCUMENTS**

*		Document Number Country Code-Number-Kind Code	Date MM-YYYY	Country	Name	Classification
	N					
	O					
	P					
	Q					
	R					
	S					
	T					

**NON-PATENT DOCUMENTS**

*		Include as applicable: Author, Title Date, Publisher, Edition or Volume, Pertinent Pages)
	U	"An Evaluation of Organizational Due Process in the Resolution of Employee/Employer Conflict", by Aram et al, The Academy of Management Review, April 1981.
	V	"Total Quality Management and performance appraisal: an experimental study of process versus results and group versus individual approaches" by Lam et al, Journal of Organizational Behavior, 1999.
	W	
	X	

\*A copy of this reference is not being furnished with this Office action. (See MPEP § 707.05(a).)  
Dates in MM-YYYY format are publication dates. Classifications may be US or foreign.